

Great! Magnet divide psychological

Saturday School!

Top Priority:

Tutoring  
My work is already aligned with Standards

John Hopkins Middle School

Grade 6 Feedback

12.5.17

Common Planning

#### AREAS OF CONCERN

individual mentors assigned

#### X Lack of support from administration?

No communication or process from administration (Expectations continue to change for teachers)

School rules not enforced by administration (1st block - Dress code.) \*

Locking doors locks out teachers (limits their movement.) - working on it as per Mr Green

#### X Morale low → Lack of consequences = teacher/teacher interaction

Behavior should be checked/Teachers should vote on students making "the team." ✓ agreed!

Absent students being changed to "P." ?

Discipline problems - Teachers do not feel supported - develop some type of punishment system

Process referrals - give feedback to teachers

Tolerance for students being disrespectful to teachers/staff, too high ✓ agreed!

Principal/MTSS Coach interaction with staff to students

Consequences for infractions on halls are not given ?

Training for clerical staff X

Ensure all rooms have working phones or call button

Lack of consequences

No discipline plan, school-wide ✓

MTSS process not effective ✓

Need for balance in electives: scheduling ✓

\*Relationship between teachers & students, students & teachers, administration & teachers

#### X Teachers are not part of input - administration never comes to ask for input

Need leadership in each grade level: Common Planning

Excessive testing & how to have students take it seriously ✓ agreed

More ESE support in the classroom ✓ definitely - here a few more (there are bodies who present don't make any major impact)

Planned school-wide events not clearly communicated to teachers

Students staying in Front Office too long, waiting for discipline or coming through for other reasons

(students wait to leave class to go talk.)

Principal in office on radio - not out and visible

#### WHAT'S WORKING WELL

Communication between teacher/coach for mentoring

Teacher determination (willingness)

Pure grade - no mixed grades in electives → it should be that way per teachers as well

Consistency between departments

Dr. Chiles - Nuts & bolts holding it all together ? too much credit where credit is not due

Campus monitors are everywhere - and by right they should be → really an extra body too much?

ABC is good, kids aren't requesting to go

Police presence  
very limited

waste of it

JHop Bucks

John Hopkins Middle School

Grade 7 Feedback

12.5.17

AREAS OF CONCERN

Running/horseplay in halls at EVERY class change

Students know there are no consequences for their actions

No protection for substitutes

MTSS Clarkson is getting a pay check – but nothing is happening ✓ + ha ha

Students are hitting teachers and they are back on campus (u/s)

No parent contacts – many addresses and numbers aren't valid in Portal ✓

MTSS Clarkson does nothing ✓

Little consistency with consequences from administration

Kids won't do any work, no effort — pray for them There is something in the air

Referrals are never processed, so I don't write them

Kids are openly defiant of all adults on campus

✓ + Monday skinny day is worthless – kids won't work, all we are doing is falling behind pacing

Kid's don't care about their grades ✓

No one enforces dress code

Too many administrators in front office that never leave the front office

✓ Students are placed in electives that they don't want so they vandalize, steal, start fights, and interrupt instruction for others

No disciplining plan ever established

No school pride – no "joy"

Students wander the hallways, curse at and argue with teachers – ignore directions ✓

Can't start classes because kids won't let us teach ✓

Lack of communication regarding "events" that occur during class time (we don't get notified in advance and then our plans get messed up)

Not enough administrators or campus monitors during "B" block because of lunches

Response to trouble is inconsistent, no consequences for being removed

No working phone numbers for kids in Portal

Safety – students lay hands on teachers and others – teachers don't feel safe

X No communication from administration

X Low morale – teachers don't feel supported

Get rid of IB! – it's extra stress and unnecessary

Grade 7 Continued

Lack of communication between staff (there have been so many teachers coming and going just this semester) who are the new people?

Students know there are no consequences – they curse teachers out daily and no consequence

Our team works well together – other teams/departments don't want to collaborate with one another

Lack of consistency (consequences AND rewards) ✓ +

Overloading of magnet classes with too many students ? traditionalists have nothing

No school-wide policies communicated

Students Schools destroy school property regardless of consequences – constant running and banging on things in the halls

Scheduling – magnet/focus students mixed with elective students – doubled classes & sizes, focus students not getting what they signed up for & traditionalists have nothing

Students disrupt classes by sneaking in room – does not matter if doors remain locked or unlocked

We were promised a staff handbook and never received one (3)

X Administration talks down to teachers and speaks to us disrespectfully (in front of other teachers AND students) →

Well behaved students are un-motivated because of all the disruptive kids in the classroom – prevents me from teaching (f)

Poor communication with teachers and students

Students have no respect for school leadership

Students have no respect for teachers, staff, or administration regardless of the consequences used

Students run through halls and interrupt instruction

More hall presence during 6<sup>th</sup> period lunch

MTSS Clarkson does nothing to help

Students know there is no office help – students can get away with a lot

X Low morale among teachers

No consequence for excessive tardies (I have multiple students with 30+ tardies this semester in my class alone !!)

X' Administration is not doing discipline, they are hanging out with students

Students are not held responsible for their behavior

Stop them from sitting in the front office

Constant bullying, nothing being done

Students do not care about grades

Students use profanity and disrespectful to the teacher

lack of common  
planning time

Hands On  
Portfolio  
driven  
Project  
Based

## Grade 7 Continued

Need a program to help the chronic skippers and students who are failing – like the CHALLENGE program

No AP or clerk in 8<sup>th</sup> grade office – no consistency from administrator – lots of fights during transition

Kids skipping class – some students seeing ABC/ISS as a privilege, disruptions/chaos in the hallways, students beating on the door – the kids know there are no real consequences for bad behavior

Students don't care about grades

X Low morale of teachers because lack of support

X Principal has yelled and disrespected teachers in front of students

Students roam freely; walk in and out of class

X When problems presented to Dr. Jackson for his awareness, he gives it to an assistant to handle

Students cursing out teachers

We don't know what to do with the cash that they give us – pointless

Lack of support, no consequences for students disrupting

JHOP cash is useless, some teachers aren't even receiving it and there's nothing for kids to spend it on

Students running the hallways breaking things – running in classrooms disrupting

No response to referrals; no action taken

## WHAT'S WORKING WELL

Need new teacher team

Great colleagues who care about each other

I have support from Dr. Chiles, and more student come for tutoring

Team of teachers in my subject area

Need another form on in-school suspension (ABS or another ABC)

Awesome Performing Arts team – work together, help each other, and support each other

Hall monitors do their best with the little they have

Help teachers, don't tear us down

Campus monitors to remove students (when they are available)

John Hopkins Middle School

Grade 8 Feedback

12.5.17

AREAS OF CONCERN

The students rule the school

The magnet coordinator is too busy with discipline to promote the magnet program

Camera monitoring to address hallway issues quicker (campus monitors should have access as well)

No one comes when we push the help button – we are told not to hit the button unless someone is physically beating someone

Need a place to have disruptive students to report

X Administration using students to retaliate against staff

No communication with staff

There is no school-wide behavior plan

MTSS Clarkson is not helping service in need academic kids

Master schedule needs to be figured at forecasting!

Told not to lock doors, but then kids come running in and out of class and throw things in the rooms

We have never been trained on how to deal with our population of heavy hitters

Limited communication with staff, MTSS process vague, no discipline matrix, no consistent discipline process

Campus monitors don't have enough help.... can't monitor the whole campus

Class sizes are all above 26 with at least 6 heavy hitters in each

No visible administrators in hall between bells

X We feel our voices are not heard by administration

Processing of referrals without initial contact being made by the teacher

We have to lock our doors to keep disruptive students out

We are told to push F's to D's if the kids showed up to class ever

Have heard teachers say their gradebook and attendance have been modified

Students roaming the hallways, trashing the bathrooms and classrooms

Student pushed a teacher numerous times – teacher filed charges, restraining order filed, the student's FBA paperwork not properly done, so instead of student at Pinellas Secondary, the student is back at JHOP

Student behavior is the worst I have ever seen in 2 decades of teaching experience

Kids know there are no consequences for bad behavior or not being on task

Challenging students feel that nothing will be done about behavior – difficult to have students removed for violence, profanity, etc. (told do not push call button)

## Grade 8 Continued

Kids are aware they will pass with a "D"

Students not held accountable, behaviorally or academically – it's shoved off on the teachers

Students feel they have power over teachers

The school is not safe – students are threatening and aggressive to adults and to each other, they are destroying things like computers on a regular basis

X Administrators do not value teachers and staff

We need a new police officer – change officer Bishop

No phones in class

Consequences are not enforced at the administration level

We do not feel valued by students, parents or administration

There is no communication of anything until last minute

No communication, no behavior plan, no school-wide policy, no feedback from MTSS process, no behavior specialist, no support from MTSS person, and we can't write discipline referral

MTSS process is a waste of time, the "coach" is treated as a favorite and has never spent time with teachers

X Administration doesn't communicate anything – we don't know about tests, events, or anything more than hours before

MTSS does not give any feedback

No discipline or consequences for skipping or behavior issues

8<sup>th</sup> grade administrator's office needs to be upstairs – building 5, not in main office

Administrator presence is needed in the hallways

Students hanging out in the restroom area, no administrator on floor to make them go to class

MTSS needs to be explained to the staff

Students feel that they can walk out of class with no consequence from administration; students entering front office to write witness statements on teachers (false accusations)

We are down 1 AP with another scheduled for surgery over Winter break – will there be temporary AP's?

No policies or procedures (tardies, dress code, electronic devices)

School-wide discipline plan is needed

No feedback on MTSS forms

X Teachers are undermined by not getting support...behavior...communication

Communication is the biggest issue at JHOP

Referrals seem to be a joke

New teachers with classes loaded with high flyers are not receiving support

No discipline matrix, no school-wide policies in print, kids know there are no consequences

## Grade 8 Continued

No support/follow through – MTSS forms are a waste of time

No consequences for students who break the rules – no discipline policy

Administrators being placed in grade level offices/hallways

Students are verbally and sometimes physically abusive – no consequences, no one came when a child came at me with scissors

Lack of consequences for non-classroom behaviors i.e.: tardy, skipping, classroom disruption

Not aware of our school's SIP plan, never been shared with us

Staff members being locked out of buildings – need key or a way to access buildings

Students know nothing will be done when they misbehave – I've had students skipping and campus monitors come and remove students for them to come back because no discipline was made

47!!! Students in some classes

Before Thanksgiving break in a faculty meeting we were told to stop pressing the call button, it is for real emergencies only i.e.: fight – punches exchanged, not for pushing, yelling, physically throwing a desk, not pushing it into someone, bloodshed

Teachers and staff are hired and there is a fear of speaking up

X Teachers/kids don't feel safe or supported by administration

X Administration argue with each other about processes in the middle of meetings when they were supposed to be explaining the process to the staff

X We need a new principal and new MTSS person

You can't ask questions at the school without getting treated in a harsh and cruel way

Poor communication, lack of school-wide follow up on problem kids, lack of cohesive plan to manage truancy and behavior problems

Referrals are not processed

Need feedback on positive/discipline referrals; MTSS issues addressed timely

## WHAT'S WORKING WELL

There is a strong care of staff who care about each other, but need support to move forward

Incentive bucks "seems" to be helping

Magnet arts program – students earn local and national awards

Magnet program helps students excel in the arts

Campus monitors addressing issues

When administrators are visible in the hallways

Lockouts building classrooms

Completing MTSS sheets – sort of

Need to reinstate MSAP program for frequent flyers – have teachers go to those classes

Reply | ▾ Delete Junk | ▾ ...

## Restructuring Committee Information

Lynch Claire

Mon 12/11/2017, 3 52 PM

+Hopkins MS - All Staff; Jackson Dallas, Chiles Elizabeth, Mills Jeffrey, Nash Ambe ▾

👍 ↩ Reply | ▾

Inbox

This message was sent with high importance

Good Afternoon Staff, ↗ 12.5.17

After last weeks meetings, a cohort of teachers have been selected and assembled to work with the district and administration to get us on a clear track and "reboot" for second semester. We have specific areas that we will be focusing on as a team. If you have a concern or a suggestion on how to move forward in the areas listed below please feel free to contact one of the members of the team.

### Focus Areas:

- Discipline Policy and procedures
- Communication
- Morale
- Safety
- Academics

### Cohort Team

- Claire Lynch
- Pamela Douglas
- Norma Jean Slocumb
- Erin Lane
- Katrina Parsons
- Rodney Russ
- Stanley Butts
- Laura Packard
- Andrida Hosey
- Rose Rudd
- Jennifer Jones